

EXTERNAL COMMUNICATIONS - CIVIL AVIATION SERVICES

- 15.13 Operating under the Ministry of Tourism, Leisure and External Communication, the Department of Civil Aviation (DCA) plays a leading role in the development of the aviation industry in Mauritius. Besides its regulatory functions, it also provides Air Navigation Services within the airspace under the jurisdiction of Mauritius.
- 15.14 As a regulator of the Aviation industry, it carries out functions relating to the registration of aircrafts and their airworthiness; incidents and accidents in respect of aircrafts; flight operations and the licensing of personnel and the certification and licensing of Aerodromes.
- 15.15 In its capacity of Air Navigation Service Provider, it delivers its services through the Air Traffic Management (ATM) and Communication, Navigation and Surveillance (CNS) Divisions. The ATM Division is responsible for managing all domestic and international traffic within the Mauritian airspace, while ensuring that all safety protocols are observed. In addition this division also provides Aeronautical Information Service to the Aeronautical Community. On its part, the Communication, Navigation and Surveillance Division provides facilities to aircrafts to navigate safely in our airspace. These facilities relate to voice and data communication among ATC Centres in the region, navigation and surveillance equipment and landing aids.
- 15.16 The role and responsibilities of the DCA are stipulated in the Civil Aviation Act of 1974 and the Civil Aviation Regulation of 1986. The Standards and Recommended Practices (SARPs) it applies are in strict conformance with those prescribed by the International Civil Aviation Organisation (ICAO). It should be noted that the single most important word on which emphasis is laid perpetually is safety, particularly following world events that call for caution.
- 15.17 The DCA is headed by a Director, who is assisted by two Deputy Directors. While one Deputy Director is responsible to manage the Regulatory Section, the other Deputy Director is responsible for the Air Traffic Services Section. They are supported by officers in technical and professional grades whereas the human resource, administration, finance, registry and procurement and supply sections are mainly staffed by officers who provide support services.
- 15.18 For this review, the main requests from the staff side concern an upgrading of salaries, review of structures, creation of levels, grant of allowances, restyling of grades and other enhanced conditions of service. As regards Management's submissions, proposals were made to revisit the structure at the top management level and the Civil Aviation Security Unit, creation of an IT Section and extension of several existing allowances, including 'on call allowance' to certain grades.

- 15.19 Each of these proposals was examined and discussed in detail and during consultative meetings held with the parties concerned, the latter were explained at length why certain of their requests could not be acceded to. As regards Management's proposal for the creation of grades at top management level, we consider that there is no functional justification for same as the duties proposed for the new levels are in fact almost similar to those in the prescribed schemes of service of existing grades. Furthermore, acceding to such request would entail major implications on the pay structure.
- 15.20 It is worth to note that, officers of the Bureau carried out a site visit at the DCA in June 2015 for a better understanding of those jobs which are highly technical in nature as well as the specific working environment in which these officers are operating.
- 15.21 We view the present organisation structure to be adequate to enable the DCA to deliver on its mandate and to help in achieving the Government's vision to make Mauritius an aviation hub. In this Report we are, therefore, not bringing any major structural change. However, we are reviewing the qualification requirement of the grade of Aviation Security/Facilitation Inspector to facilitate recruitment while at the same time providing a career path for serving officers, restyling the grade of Aviation Security/Facilitation Officer to better reflect its duties and responsibilities and making other recommendations to enhance service delivery.

Aviation Security/Facilitation Inspector

- 15.22 At present, the grade of Aviation Security/Facilitation Inspector (ASFI) is filled from candidates possessing a degree in Air Transport Management or Airport Management or Civil Aviation Management or Airport Engineering. According to the DCA, during the last recruitment exercise there was no qualified candidate. They have also averred that candidates with such qualifications are not available on the local market. Furthermore, they argued that the experience required to perform the duties prescribed in the scheme of service of ASFI can only be acquired by internal candidates only. In these circumstances, it has not been possible to fill in the post. Consequently, there is need to review the qualification requirement of the grade. We are, therefore, reviewing the mode of appointment to the grade of ASFI and enlarging the fields from which recruitment could be made. However, the Bureau considers that the Aviation Security/Facilitation Officer/Senior Aviation Security/ Facilitation Officers should be granted ample time to obtain the qualifications inserted in the scheme of service.

Recommendation 3

- 15.23 We recommend that, as from 01 January 2020, appointment to the grade of Aviation Security/Facilitation Inspector should be made by selection from among Aviation Security/Facilitation Officer/Senior Aviation Security/ Facilitation Officers possessing a degree in Air Transport Management or Airport Management or Civil Aviation Management or Airport Engineering or**

Logistic and Transport Management and reckoning at least three years' experience in a substantive capacity in the grade.

Aviation Security/Facilitation Officer

- 15.24 It has been submitted that at inception, the Civil Aviation Security Unit, was conceptualized as a four level structure comprising the grades of Aviation Security/Facilitation Officer (ASFO), Senior Aviation Security/Facilitation Officer, Aviation Security/Facilitation Inspector and Chief Officer (Aviation/Security). While ASFO and Senior ASFO were intended to be at the technical level, ASFI was meant to be at professional level and the Chief Officer to head the unit. In the initial stage, only the grade of ASFO was created on the understanding that these officers would acquire experience to be able to postulate for the higher level and that in the mean time, the activities would expand to the extent to justify the creation of a higher level.
- 15.25 However, over time the activities expanded, particularly with the security protocol imposed by ICAO but the second level was not created. Ultimately many duties which would have normally been prescribed in the scheme of service of the second level have been devolved on the first level itself, as confirmed by Management. Request has, therefore, been made for these officers to be compensated for the extra duties performed. In the light of the arguments put forward and as a result of a job re-evaluation exercise based on recently written Job Description Questionnaires, we are making appropriate recommendations for the grade of ASFO. It should be noted that the element of supervision at this level is almost inexistent.

Recommendation 4

15.26 We recommend that:

- (i) the grade of Aviation Security/Facilitation Officer be restyled Aviation Security/Facilitation Officer/Senior Aviation Security/Facilitation Officer (ASFO/SASFO)**
- (ii) ASFO/SASFO formerly Aviation Security/Facilitation Officer should be granted one additional increment on conversion for the additional duties performed.**
- (iii) the scheme of service of the grade of ASFO/SASFO should be amended to include the additional duties that would have devolved on the Senior ASFO.**

- 15.27 We also recommend that ASFO/SASFO should possess the Diploma in Logistics and Transport or Management or Information Technology or Legal Studies to be able to proceed beyond the Qualification Bar (QB) inserted in the salary scale.

15.28 We further recommend that henceforth:

- (i) only officers possessing the Diploma in Logistic and Transport; and**
- (ii) officers who have obtained their Diploma in Management or IT or Legal Studies prior to 01 January 2019**

would be allowed to move beyond the QB in the salary scale.

Air Traffic Control Officers (ATCO)

15.29 For appointment as ATCO, Trainee ATCOs need to successfully complete the basic air traffic control courses (ICAO course 051) and one of the three air traffic control courses namely Aerodrome Control, Area Control and Approach Control. Thereafter, they are entitled to one increment on completion of each of the two remaining courses and obtention of the corresponding ratings and endorsement for the two additional Air Traffic Control operating positions. Those who have completed all the three air traffic control courses and have been rated and endorsed at all the three ATC operating positions are subsequently allowed to move incrementally in the Master Salary Scale up to salary point Rs 42275 provided they have drawn the top salary for a year. We are maintaining this provision.

Recommendation 5**15.30 We recommend that:**

- (i) Air Traffic Control Officers should continue to be granted one increment on completion of each of the two courses and obtention of the corresponding ratings and endorsement for the two additional Air Traffic Control operating positions.**
- (ii) thereafter, Air Traffic Control Officers who have completed all the three air traffic control courses and have been rated and endorsed at all the three ATC operating positions should, after having drawn their top salary for a year, be allowed to proceed incrementally in the master salary scale up to salary point Rs 46900.**

Air Traffic Control Supervisor

15.31 The scheme of service of the grade of ATC Supervisor has been amended in 2015 to include an array of duties which comprise, among others, supervising the functioning of the billing office for preparation of claims for air navigation charges and other statistical data, producing, maintaining and keeping all data set of the Air Traffic Management System up-to-date and supervising all software upgrade. Subsequently, representations were received for a review of the salary of the grade. In the context of this review a job evaluation exercise was carried out, based on the newly prescribed duties. **All these elements have, therefore, been taken into consideration in arriving at the recommended salary.**

Requirement of Medical Fitness

- 15.32 Air Traffic Control Officers are required, as per ICAO regulations, to undergo a medical examination every two years given that medical fitness is a pre-requisite for an effective management of air traffic. In this context, the staff side have expressed concerns regarding their fate consequential to an unfavourable medical report. So, they have sought for a guaranteed redeployment in case of such an eventuality, instead of being compelled to retire.
- 15.33 While examining the issue, we have noted that although if found medically unfit to work as ATCO or ATCO Supervisor, the state of Health of these officers may allow them to perform other jobs like their peers of the public sector where such medical fitness is not a requirement. We are, therefore, making an appropriate recommendation in this respect.

Recommendation 6

- 15.34 We recommend that the DCA considers the advisability of assigning other duties to the Air Traffic Control Officers and ATC Supervisors in case they fail to meet the medical fitness required to work at the different controls.**

COMMUNICATION, NAVIGATION AND SURVEILLANCE DIVISION (CNS)

- 15.35 The Communication, Navigation and Surveillance (CNS) Division is mainly responsible for the provision of facilities required for aircraft to navigate safely in the Mauritian airspace. These facilities comprise communications between Air Traffic Controllers (ATC) and pilots; voice and communications among all the various air Traffic Control Centres in the region; navigation equipment including landing aids (Instrument Landing System) and Surveillance equipment (Automatic Dependent Surveillance). Furthermore, other computerised systems such as Flight Data Processing Systems (FDPS) are provided as working tools so that Air Traffic Controllers can have a visual display of all aircraft under their control on a pseudo-radar screen. The CNS Division is also responsible for the maintenance and proper functioning of the equipment used for providing these services.
- 15.36 By the nature of its functions, the Division operates on a 24 hour service basis to attend to fault, at any time so as to minimise downtime of equipment/facilities and maintain availability of services.

Airworthiness Division

- 15.37 The Airworthiness Division is responsible, among others, for the airworthiness control of aircraft registered in Mauritius; issuance of certificates of registration; maintaining the national registry of civil aircraft; issuance of certificates of airworthiness; licensing of aircraft maintenance engineer; and inspection and certification of maintenance organisation.

- 15.38 The present structure of the Airworthiness Division, caters for two fields of airworthiness, namely "Airframe and Powerplant" and "Avionics".
- 15.39 However, with the evolution of technology, it has been submitted that the field of Avionics is no longer required. As such, due to an increase in oversight activities imposed by ICAO and the growing number of requests from promoters in relation to aircraft operations, the Management of the Civil Aviation Department has proposed to merge the two fields into one, namely Airworthiness. However, after careful analysis, it has been revealed that the core duties in both fields are different and specific. Therefore, the merger of these two fields cannot be entertained.
- 15.40 At present, the Communication, Navigation and Surveillance cadre comprises the following grades: Trainee Engineer (CNS), Engineer (CNS) and Senior Engineer (CNS). The Airworthiness cadre comprises the grades of Trainee Engineer (Airworthiness-Airframe/Power Plant), Trainee Engineer (Airworthiness-Avionics), Engineer (Airworthiness-Airframe/Power Plant), Engineer (Airworthiness-Avionics), Senior Engineer (Airworthiness-Airframe/Power Plant), and Senior Engineer (Airworthiness-Avionics). Appointment at entry level to both cadres are made from among Registered Professional Engineers in the relevant fields.

Creation of Departmental IT grades

- 15.41 Management has submitted that since almost all the Communication Navigation Surveillance (CNS) equipment are software driven, there is need for qualified IT staff with strong CNS background and experience to service these equipment. In addition, the Department is implementing various IT based projects and the creation of these grades would enable the provision of a much more rapid, effective and efficient air traffic services.
- 15.42 During consultations, Management has been informed that as the Ministry of Technology, Communication and Innovation is being the provider of ICT services in the Civil Service, its assistance should be sought for implementation of all IT based projects.
- 15.43 However, owing to representations from other public sector organisations, the Bureau is making provision for a new mechanism and has recommended at paragraph 19.10 of this Report the setting up of a Standing Committee which will have the responsibility of looking into such requests including the restructuring of IT Units and coming up with a general policy for the whole public sector.

Special Professional Retention Allowance

- 15.44 At present, Registered Professional Engineers in the Communication, Navigation and Surveillance Engineering cadre are entitled to the payment of a Special Professional Retention Allowance at the rate of 7% of monthly salary. We are maintaining the payment of the Special Professional Retention Allowance (SPRA) to eligible officers in post as at 31 December 2015 up to 31 December 2016.

Recommendation 7

15.45 We recommend that Registered Professional Engineers in the Communication, Navigation and Surveillance Engineering cadre in post as at 31 December 2015 should continue to be paid a monthly Special Professional Retention Allowance of 7% of monthly basic salary up to 31 December 2016.

15.46 We also recommend that those officers who:

- (i) leave the service prior to the age at which they may retire without the approval of the appropriate Service Commission (Table II at Chapter 15 of Volume 1) should refund the totality of the Special Professional Retention Allowance paid to them; and**
- (ii) retire from the service on reaching the age at which they may retire without the approval of the appropriate Service Commission or thereafter, should refund only that part of the Special Professional Retention Allowance which they would have earned under this scheme after reaching the age at which they may retire without the approval of the appropriate Service Commission.**

However, provisions made at (i) and (ii) above, should not apply to officers retiring as per their new compulsory retirement age or on medical ground.

15.47 All officers in the Engineering fields who are eligible for the payment of the Special Professional Retention Allowance as from 01 January 2016 and have been granted same prior to the publication of this Report should continue to draw the Special Professional Retention Allowance up to 31 December 2016.

Training Scheme for Graduates in Engineering

15.48 The Council of Registered Professional Engineers of Mauritius requires graduates in Engineering to acquire two years' experience for registration purposes. At present, graduates in Engineering who are undergoing training are paid a monthly allowance of Rs 22175 and are refunded mileage run for official travelling at the rate of Rs 6.50 per km for using their cars in the performance of their duties. Officers performing official travelling by bus are refunded the bus fares in toto.

15.49 We are maintaining the present arrangement and revising the quantum of the allowance and rate of travelling.

Recommendation 8

15.50 We recommend that graduates in Engineering under the training scheme be paid a monthly allowance of Rs 23975. We further recommend that such graduates in Engineering be refunded mileage run for official travelling at the rate of Rs 6.50 per km for using their cars in the performance of their duties. Those officers who perform official travelling by bus should continue to be refunded the bus fares in toto.

Allowance to Trainee Technicians (Shift)

15.51 Trainee Technicians who are required to work on a shift basis for part of the year are paid a monthly allowance of Rs 595. We are revising the quantum of the allowance.

Recommendation 9

15.52 We recommend that Trainee Technicians who are required to work on a shift basis for part of the year be paid a monthly allowance of Rs 625.

Hardship Allowance

15.53 Presently, officers proceeding on mission to Agalega and St. Brandon for routine maintenance and fault/repair works to repeater stations are paid a hardship allowance per trip, as shown in the table below.

15.54 During the course of discussion with Management of the Civil Aviation Department, the latter has requested that the payment of this allowance be extended to Engineers and Principal Technicians who also form part of the team proceeding on mission to the Outer Islands and also face the same travelling inconveniences. We are agreeable to the request and are recommending, likewise.

Recommendation 10

15.55 We recommend that the Hardship Allowance paid to officers of the Civil Aviation Department who effectively proceed on official mission to Agalega and St. Brandon for routine maintenance and fault/repair works to repeater stations be as hereunder:

Grade	Hardship Allowance per trip (Rs)
Maintenance Superintendent	3000
Station Officer	2500
Maintenance Supervisor	2200
Senior Maintenance Officer	2000
Maintenance Officer	1500
Electrician	1000
Rigger	1000
Engineer	3000
Principal Technician(Electrical)	2000

On Call and In-Attendance Allowances

15.56 The Department of Civil Aviation operates on a 24-hour basis and officers in the CNS Section have to attend to faults on communication, navigation and surveillance

equipment at any time to restore service. They are paid On-Call and In-Attendance allowances. We are maintaining the existing allowance.

Recommendation 11

15.57 We recommend that the allowances paid to officers in the CNS Section who are required to be On-Call and attend duty while being On-Call be maintained as per existing provision:

On-Call Allowance/In-Attendance Allowance

Grade	On-Call Allowance from 1600 hours to 0800 hours the following day (Rs)	In-Attendance per hour (inclusive of travelling time) (Rs)
Divisional Head	600	250
Chief Officer	520	210
Engineer (CNS)	490	200
Maintenance Superintendent	490	180
Station Officer	450	180
Maintenance Supervisor	425	170
Senior Maintenance Officer	375	150
Principal Technician (Electrical)	375	150

Height Allowance

15.58 A non-pensionable height allowance is payable to Electricians and Riggers of the DCA for climbing masts, towers and poles above 20 feet. We are maintaining this allowance which is computed as follows:

- (i) at twice the normal hourly rate for each hour of work performed, whenever required to climb above 20 feet and up to 150 feet; and
- (ii) at thrice the normal hourly rate for each hour of work performed at a height of above 150 feet.

Recommendation 12

15.59 We recommend that the present provision governing the payment of a non-pensionable height allowance to Electricians and Riggers of the Department of Civil Aviation should be maintained.

Allowance to Medical and Health Officer/Senior Medical and Health Officer

15.60 At present, the Medical and Health Officer/Senior Medical and Health Officer on secondment to the Department of Civil Aviation is paid a monthly allowance of

Rs 3795 for shouldering certain additional administrative responsibilities. This allowance is being maintained.

Recommendation 13

15.61 We recommend that the Medical and Health Officer/Senior Medical and Health Officer on secondment to the Department of Civil Aviation should continue to be paid a monthly allowance of Rs 3795 for shouldering additional administrative responsibilities.

Rent Allowance

15.62 Eligible officers in the grades of Aviation Security Officer and Senior Aviation Security are entitled to a monthly Rent Allowance of Rs 735. We are maintaining the payment of this allowance on a personal basis.

Recommendation 14

15.63 We recommend that eligible officers in the grade of Aviation Security Officer and Senior Aviation Security Officer should continue to be paid a monthly rent allowance of Rs 735.

Night Duty Allowance

15.64 Officers of the DCA who effectively work on night shift are paid a Night Duty Allowance equivalent to 25% of the normal rate per hour for the hours between 2300 hours and 0500 hours, including up to a maximum of two hours lying in period. We are maintaining this provision.

Recommendation 15

15.65 We recommend that the present provision for the payment of a Night Duty Allowance should be maintained.

Shift Work

15.66 Officers in the grades listed below are required to work on shift. This element has been taken into account in determining the recommended salaries.

Grades classified to work on shift

Air Traffic Control Supervisor

Air Traffic Control Officer

Aeronautical Information Officer (*Personal and Future Holder*)

Aeronautical Information Supervisor

Aviation Security Officer

Driver

Electrician

Fitter

Flight Data Officer

Gatekeeper

General Worker
 Maintenance Officer (Communication, Navigation and Surveillance)
 Principal Technician (Electrical)
 Plant Room Operator
 Senior Aeronautical Information Officer
 Senior Aviation Security Officer
 Senior Flight Data Officer
 Senior Technician (Electrical)
 Senior Technician (Mechanical)
 Sanitary Attendant
 Technician (Electrical)
 Technician (Communication, Navigation and Surveillance)
 Telephonist
 Workshop Assistant

CIVIL AVIATION SERVICES

SALARY SCHEDULE

Salary Code	Salary Scale and Grade
03 000 102	Rs 110000 Director of Civil Aviation
03 087 095	Rs 66650 x 1850 – 68500 x 1950 – 74350 x 2825 – 80000 x 3000 – 86000 Deputy Director of Civil Aviation
03 075 089	Rs 46900 x 1525 – 49950 x 1625 – 62950 x 1850 – 68500 x 1950 – 70450 Divisional Head Flight Operations Inspector
03 069 085	Rs 38350 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950 Aerodrome Licensing Officer Air Traffic Services Standards Officer Chief Officer (Aviation Security/Facilitation) Personnel Licensing Officer
03 061 082	Rs 30950 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 58075 Air Traffic Control Supervisor

Salary Code	Salary Scale and Grade
03 059 081	Rs 29400 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450 Aviation Security/Facilitation Inspector
03 054 081	Rs 25525 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450 Mandatory Occurrence Reporting Officer
03 047 077	Rs 21000 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 Air Traffic Control Officer (Personal)
03 058 074	Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 45375 Aeronautical Information Supervisor
03 045 073	Rs 20050 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 43850 Air Traffic Control Officer
03 052 071	Rs 23975 x 775 – 32500 x 925 – 37125 x 1225 – 40800 Senior Aeronautical Information Officer
03 044 071	Rs 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 Senior Flight Data Officer
03 047 069	Rs 21000 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350 Aeronautical Information Officer (Personal)
03 044 069	Rs 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350 Personnel Licensing Assistant

Salary Code	Salary Scale and Grade
03 030 069	Rs 14875 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350 Aeronautical Information Officer Flight Data Officer
03 047 072	Rs 21000 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325 Principal Aviation Security Officer
03 033 074	Rs 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 35275 QB 36200 x 925 – 37125 x 1225 – 40800 x 1525 – 45375 Aviation Security/Facilitation Officer/Senior Aviation Security/Facilitation Officer <i>formerly Aviation Security/Facilitation Officer</i>
03 041 065	Rs 18450 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 34350 Senior Aviation Security Officer
03 027 062	Rs 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 31725 Aviation Security Officer
03 030 035	Rs 14875 x 275 – 15150 x 300 – 15750 x 325 – 16400 Trainee Air Traffic Control Officer
03 027 030	Rs 14050 x 275 – 14875 Trainee Aviation Security/Facilitation Officer
22 069 085	Rs 38350 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950 Chief Officer Senior Engineer(Airworthiness – Air Frame/Power Plant) Senior Engineer(Airworthiness- Avionics) Senior Engineer(Communication, Navigation and Surveillance)
22 070 081	Rs 39575 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450 Maintenance Superintendent

Salary Code	Salary Scale and Grade
22 059 081	Rs29400 x 775 –32500 x 925 –37125 x 1225 –40800 x 1525 – 49950 x 1625 – 56450 Engineer(Airworthiness – Air Frame/Power Plant) Engineer(Airworthiness- Avionics) Engineer(Communication, Navigation and Surveillance)
22 067 079	Rs36200 x 925 –37125 x 1225 –40800 x 1525 – 49950 x 1625 – 53200 Station Officer
22 064 077	Rs33425 x 925 –37125 x 1225 –40800 x 1525 – 49950 Maintenance Supervisor (Communication, Navigation and Surveillance)
22 060 074	Rs30175 x 775 –32500 x 925 –37125 x 1225 –40800 x 1525 – 45375 Principal Technician (Electrical) Senior Maintenance Officer (Communication, Navigation and Surveillance)
22 050 072	Rs22575 x 625 –23200 x 775 –32500 x 925 –37125 x 1225 –40800 x 1525 – 42325 Maintenance Officer (Communication, Navigation and Surveillance) Senior Technician (Electrical) Senior Technician (Mechanical)
22 035 065	Rs16400 x 325 –17700 x 375 – 19575 x 475 –21950 x 625 –23200 x 775 –32500 x 925 –34350 Technician (Communication, Navigation and Surveillance) Technician (Electrical)
22 053 055	Rs24750 x 775 – 26300 Trainee Engineer (Airworthiness – Air Frame/Power Plant) Trainee Engineer (Airworthiness- Avionics) Trainee Engineer(Communication, Navigation and Surveillance)
22 040 060	Rs18075 x 375 – 19575 x 475 –21950 x 625 –23200 x 775 –30175 Aviation Telephone Supervisor

Salary Code	Salary Scale and Grade
22 024 057	Rs13270 x 260 –14050 x 275 – 15150 x 300 – 15750 x 325 –17700 x 375 – 19575 x 475 –21950 x 625 –23200 x 775 – 27850 Aviation Telephonist
22 024 026	Rs13270 x 260 –13790 Trainee Technician
08 022 056	Rs 12750 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 27075 Gatekeeper (Shift)
25 041 060	Rs 18450 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 30175 Chief Tradesman Foreman
25 026 055	Rs 13790 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 26300 Electrician (Shift) Fitter (Shift) Plant Room Operator (Shift)
25 049 063	Rs 21950 x 625 – 23200 x 775 – 32500 Supervisor (Rigging)
25 023 052	Rs 13010 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 23975 Cabinet Maker Carpenter Mason Painter Plumber and Pipe Fitter General Assistant Rigger
24 025 054	Rs 13530 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 25525 Driver (Shift)

Salary Code	Salary Scale and Grade
24 028 052	Rs 14325 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 23975 Field Supervisor (Roster)
24 022 047	Rs 12750 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21000 Workshop Assistant (Shift)
24 019 045	Rs 11970 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 20050 Toolskeeper
24 018 043	Rs 11710 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19200 Sanitary Attendant (Shift)
24 016 043	Rs 11200 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19200 Stores Attendant
24 001 038	Rs 7800 x 200 – 8000 x 205 – 8820 x 230 – 10200 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17375 General Worker
